



Is Lace artisans are working in safe environment

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Abstract: Narsapur is the middle town which playing an important role in promotion and export of lace products. More than two lakh artisans are involved in this work where lady's fingers are generating products at their leisure time. They are habituated to produce products as per the orders from exporters and middle men are playing an important role in giving and taking of material to them. The largest of such clusters existing in the country that spend their leisure time knitting exquisite lace in innumerable designs, much oblivious to the invaluable treasure of skill they possess. With the establishment of lace park many people got chance to get training on latest designs and marketing aspects for sustainability.

Keywords: treasure of skill, innumerable designs, lush green villages

INTRODUCTION

Lace is a nimble work in the hands of women by which unemployment can be curbing. It is not only work of ladies but also they are part of economic development. They never ask for work they provide work to many. They are doing this from centuries as hereditary. Amidst the lush green villages of Konaseema that make for the seemingly richest districts of Andhra Pradesh – with fertile lands producing three crops per year albeit subject to abundant rainfall, flourishing aqua culture and food industry thanks to the cashew, coconut and jaggery to name a few, lies a treasure of a craft that has been silently but surely making waves the world over. Narsapur is the middle town which playing an important role in promotion and export of lace products. More than two lakh artisans are involved in this work where lady's fingers are generating products at their leisure time. They are habituated to produce products as per the orders from exporters and middle men are playing an important role in giving and taking of material to them. The largest of such clusters existing in the country that spend their leisure time knitting exquisite lace in innumerable designs, much oblivious to the invaluable treasure of skill they possess. With the establishment of lace park many people got chance to get training on latest designs and marketing aspects for sustainability.

Key words:

Ministry of textiles rolls out HRD Scheme to upgrade skills of artisans:

More than 141 training programs were designed by National Center for Design and Product Development (NCDPD) besides Export Promotion Council for handicrafts (EPCH) also executed Skill Development programs to enhance the skill of artisans. It is evident from the above introduction that women are playing an important role in exporting lace to various countries. It is the need of the hour to think of their health, safety and up gradation of skills. What women expect from their work place? Particularly in Narsapur area ladies from some particular social category won't come out of the home and they are willing to work from home. They are still obey the social



obligations, and family respect. However, now they are coming out as groups through Self help Groups (SHGs) Co-operative Societies. They are now getting chance to participate in decision making. They are also involving in group insurance and saving schemes for wealth making. They are also taking loans on group for wealth. Through these groups the chance of adult education was enhanced. Dowry system also to some extent abolished with the training provided by various government institutions. The society wishes to enroll more members and enlarge its activities extending help to the more artisans. It is trying to impart training to the new people and refresher course to the existing members to improve their efficiency in working. But unfortunately on account of paucity of funds our desire could not be fulfilled. This project is highly essential but involves more expenditure. We are trying our best to secure funds for fulfillment of this project. Artisans through these credit societies women are getting medical aid and for their children. In general lace workers get orthopedic problems and eye problems. For this many medical camps particularly eye camps are being organized by societies. WFTO prescribes 10 Principles that Fair Trade Organizations must follow in their day-to-day work and carries out monitoring to ensure these principles are upheld:

Principle One: Creating Opportunities for Economically Disadvantaged Producers
Poverty reduction through trade forms a key part of the organization's aims. The organization supports marginalized small producers, whether these are independent family businesses, or grouped in associations or co-operatives. It seeks to enable them to move from income insecurity and poverty to economic self-sufficiency and ownership. The organization has a plan of action to carry this out.

Principle Two: Transparency and Accountability: The organization is transparent in its management and commercial relations. It is accountable to all its stakeholders and respects the sensitivity and confidentiality of commercial information supplied. The organization finds appropriate, participatory ways to involve employees, members and producers in its decision-making processes.

Principle Three: Fair Trading Practices:

The organization trades with concern for the social, economic and environmental well-being of marginalized small producers and does not maximize profit at their expense. It is responsible and professional in meeting its commitments in a timely manner. Suppliers respect contracts and deliver products on time and to the desired quality and specifications. Fair Trade buyers, recognizing the financial disadvantages producers and suppliers face, ensure orders are paid on receipt of documents and according to the attached guidelines. For Handicraft FT products, an interest free pre-payment of at least 50 % is made on request. For Food FT products, pre-payment of at least 50% at a reasonable interest is made if requested. Interest rates that the suppliers pay must not be higher than the buyers' cost of borrowing from third parties. Charging interest is not required.

Principle Four: Payment of a Fair Price: A fair price is one that has been mutually agreed by all through dialogue and participation, which provides fair pay to the producers and can also be sustained by the market. Where Fair Trade pricing structures exist, these are used as a minimum.

Principle Five: Ensuring no Child Labor and Forced Labor:



The organization adheres to the UN Convention on the Rights of the Child, and national / local law on the employment of children. The organization ensures that there is no forced labor in its workforce and / or members or home workers.

Principle Six: Commitment to Non Discrimination, Gender Equity and Women's Economic Empowerment, and Freedom of Association:

The organization does not discriminate in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, HIV/Aids status or age.

Principle Seven: Ensuring Good Working Conditions:

The organization provides a safe and healthy working environment for employees and / or members. It complies, at a minimum, with national and local laws and ILO conventions on health and safety. Working hours and conditions for employees and / or members (and any home workers) comply with conditions established by national and local laws and ILO conventions.

Principle Eight: Providing Capacity Building:

The organization seeks to increase positive developmental impacts for small, marginalized producers through Fair Trade. The organization develops the skills and capabilities of its own employees or members. Organizations working directly with small producers develop specific activities to help these producers improve their management skills, production capabilities and access to markets – local / regional / international / Fair Trade and mainstream as appropriate.

Principle Nine: Promoting Fair Trade:

The organization raises awareness of the aim of Fair Trade and of the need for greater justice in world trade through Fair Trade. It advocates for the objectives and activities of Fair Trade according to the scope of the organization. The organization provides its customers with information about itself, the products it markets, and the producer organizations or members that make or harvest the products.

Principle Ten: Respect for the Environment:

Organizations which produce Fair Trade products maximize the use of raw materials from sustainably managed sources in their ranges, buying locally when possible. They use production technologies that seek to reduce energy consumption and where possible use renewable energy technologies that minimize greenhouse gas emissions. They seek to minimize the impact of their waste stream on the environment. Fair Trade agricultural commodity producers minimize their environmental impacts, by using organic or low pesticide use production methods wherever possible.

Opinions of the respondents and observations of the researcher:

TABLE: 1.1: Show Position of training programs attended by respondents:

Yes	No	Total
147	6	153
96.0	4.0	100%

INTERPRETATION:



Training is most important element to develop techniques in a particular work, crochet has no exception. Training programs are organized by NGOs, Government Agencies and Educational training Institutions. The ultimate aim of any training program is to update the trainees. The influence of training on people is based on the trainers, theme/module of the training and length of the training program. In order to get the best from any training helps. With this background the researcher found that 96 percent of the respondents are obtained training in their life time. Whereas remaining 4 percent of the respondents are not attended any kind of training program.

1:1: Shows state of new skills or techniques learned by respondents:

Knitting & Twisting	Dying	Skill up-gradation	Entrepreneurship	Total
50	18	70	15	153
33.0	11.4	45.7	9.8	100%

INTERPRETATION:

Majority of the training programs are objective oriented. The trainees also attend the programs by expecting specific expertise. Out of the total sample respondents, 33 percent of the respondents trained in the area of Knitting and twisting skills. 11.4 percent of the respondents getting the skill of dying. Skill up-gradation skill is the main motto of many artisans from various training programs. 9.8 percent of the respondents obtaining entrepreneurial skills.

FIGURE: 1.2: Show states of new skills or techniques learned by respondents:

TABLE: 1.3: Show Kind of training programs attended:

Finance	Marketing & orders	Color combinations	New Designs	Pattern making	Technology up-gradation	Total
6	18	55	17	10	49	153
4.2	11.7	37.7	11.1	6.2	32.8	100%

INTERPRETATION:

Purpose for which training is conducted is equally important along with whom to provide training? There is lot of difference between training required and training obtained. Now training organizations are also concentrating on effectiveness of training programs. Out of the data collected and analyzed, majority of the respondents are getting training on colour combinations. It is also evident from above table that, 37.7 percent of the respondents are trained in the area of new colour combinations. 32.8 percent of the respondents are showing interest to those training classes in which technology up-gradation is main aim. 11.7 percent of the respondents are attending for market oriented and order making training programs. 11.1 percent of the respondents obtained training for new designs. Financial aspects and pattern making training programs are also part.



TABLE: 1.4: Show General Expectations of respondents from training:

Skill set	No. of respondents	Percentage
Skill up-gradation	36	23.8
New designs	20	13.1
Pattern making	23	15.2
Colour combinations	54	35.1
Entrepreneurial skills	18	12.8
Total	153	100%

Success of the training program depends on Training Need Analysis (TNA), it is also important to select the group of people their needs, time available, resources available etc. But whenever people are asked for their expectations from various training programs, 35.1 percent of the respondents are asking to teach them new colour combinations. 23.8 percent of the respondents are asking for skill up-gradation trainings. 15.2 percent of the respondents are showing interest to learn pattern making. 13.1 percent of the respondents are expecting trainings that are promoting new designs. Finally remaining 12.8 percent of the respondents are expecting entrepreneurial skills and new order oriented programs.

FIGURE: 1.4: Show General Expectations of respondents from training:

TABLE: 1.5: Show Effectiveness of Training Programs: (training programs enriched personal status of respondents or not?)

Yes	No	Don't know	Total
142	6	5	153
92.9	4.0	3.1	100%

INTERPRETATION:

Trainings are not free, required many efforts, and resources beginning from trainers to facilities. But each training program begins with certain objectives. At the end of every training feedback was taken from each trainee that will help to change or modify the training methods, time and trainers. However in this research, 92.96 percent of the respondents responded positively and said that they are enriched by attending the trainings. 4.0 of the respondents expressed their dissatisfaction for their training program and period. 3.1 are may be not attended any training, they are not in a position to say their opinion and said they don't know.

FINDINGS AND SUGGESTIONS:

96.0 percent of the respondents are attended minimum one training program conducted either by Lace Park or Alankriti International Lace Park of Narsapur Division. Rest may have chance, but due to personal problems they are not showing interest to take training. In the beginning they generally learn this crochet patterns by own (48.9 %), from ancestors (21.7%) and from professional trainers (29.4). Some



respondents attended minimum one training program, it is found from the analysis and it is 41.9 percent out of total selected 153 sample respondents. 36 percent of them have experience of attending two different kinds of training programs, 22 percent of the respondents are also having that experience, and they have been part of more than three training programs. The intentions of the respondents to attend the training programs also depend on major object of the training program. 39.3 percent of the respondents are expecting a training program on color combinations, followed by technology up gradation (34.2). 11.5 percent of the respondents are showing interest to learn new designs, where 10.5 percent of the respondents are showing interest to update their marketing skills.

Every training program has its own objective and need to train the artisans, but achieving the stated objectives is also part of that. It depends on time, budget, quality of practical, and trainers' effectiveness. Interestingly 92.9 percent are expressed their satisfaction towards effectiveness of the training programs attended by them.

SUGGESTION:

There is dire need to increase the frequency of trainings, and period of training. Instead of concentrating on routine and simple methods, new patterns, color combinations, new technology are some major expectations in training programs by the respondents. Number of training programs is also to be increased. Training Need Analysis must be done before framing a training program. There must be some price fixing mechanism to avoid dissatisfaction among artisans, as still they are not convenience by the current price levels. It is also advised to make our Narsapur area artisans to compete with China and other markets. Still our share in exports is 2% where China contributed 25%.